REPORT ON FACULTY SALARIES

in

Baccalaureate and Graduate Programs in Nursing

1988-1989

February 1989
Institutional Data System
American Association of
Colleges of Nursing

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INTRODUCTION

Overview

This is the eleventh annual report on nursing faculty salaries published by the Institutional Data System (IDS) of the American Association of Colleges of Nursing (AACN). The salaries reported here represent 7,515 full-time nursing faculty employed in baccalaureate and graduate programs in AACN member schools. Of the 401 schools surveyed in fall 1988, 357 members or 89 percent returned questionnaires with some data about 7,857 faculty members.

The first section of the Faculty Salaries Report summarizes key facts from the survey. Section 2 describes the methods used in the survey. A brief discussion of the results appears in Section 3. Section 4 contains the tables presenting salary data calculated for both academic and calendar years. Each table shows four faculty ranks; doctoral preparation; and three types of institutional status: public, private/secular, and private/religious. These tables represent different geographic regions of the country, types of programs, and type of parent institution.

The 1988-89 IDS Survey Series consists of three reports: Enrollment and Graduation Data, Faculty Salaries, and Deans' Salaries. Each of the three reports can be used independently of the others. As an additional service, AACN provides each member school with a computer printout showing its rankings with peer group schools on selected variables. Begun in 1980, this standard printout includes a count of baccalaureate and master's graduates for the preceding year with percent increase or decrease, number of full-time faculty and percent of full-time faculty with doctorates, faculty salaries, and percent salary gain for all faculty in the school. Customized printouts of selected variables and/or specific comparison groups may be requested by institutions. At all times the confidentiality of sensitive data provided by member and nonmember schools is guaranteed.

Background of the Institutional Data System

The Data Bank Project was established officially by AACN in 1978. The purpose of the project was to develop a database to support policy research and decision making for member schools and for the organization. Priority was placed on the development and refinement of the salary surveys. Since 1979, the report series has been published annually and consists of three components: salaries of full-time nursing faculty, salaries of nursing deans, and salaries of faculty in administrative positions. The Report on Salaries of Administrative Faculty was released annually until 1984 when it was placed on an alternate year schedule. The report was included in the 1987-88 series.

In 1982, requests from AACN members led to the production of a report on enrollment and graduations in baccalaureate and graduate programs in nursing that would accompany the salary reports. The following year, concern about shifts in enrollment resulted in an analysis of institutional data for four years in order to identify trends. A five-year trend analysis has been included in this series since 1988.

In 1987, sustained concern for enrollment and graduation figures resulted in a shift of priorities in report production. The report on enrollment and graduation data is now the first of the IDS data to be published. In order to discern more comprehensive national enrollment and graduation patterns, the survey was sent to nonmember institutions for the first time in 1988-89. The Report on Enrollment and Graduations was published first in the 1988-89 series. Faculty salaries is the second report published in this series.

Section 1. Demographic Information

Characteristics of survey participants are summarized to provide background for the salary data. In fall 1988, the annual IDS survey was sent to 401 member schools. Questionnaires were returned by 357 members. A breakdown of schools by region showed the following distribution: Southern Region, 34 percent; Midwestern Region, 29 percent; North Atlantic Region, 23 percent; and Western Region, 14 percent. Sixty-nine percent of the institutions that returned surveys were public, 16 percent were private/religious, and 15 percent were private/secular. Universities represented 85 percent of the institutions that returned surveys, while 14 percent of the returns came from four-year colleges, and one percent were from consortium schools. Forty-four percent of the schools were located in academic health centers.

A summary version of the data for mean faculty salaries in all schools is presented as Table 1.

Table 1

1988-89 Mean Faculty Salaries by Rank and Doctoral Preparation from 357 Schools

With Doctorate	Professor	Associate Professor	Assistant Professor	Instructor	Other*
Academic Year	$ 47,181	$ 38,324	$ 33,726	$ 31,240	$ 31,938
Calendar Year	$ 57,665	$ 46,841	$ 41,220	$ 38,182	$ 39,036
Number of of Faculty (Total = 2,931)	567	1,206	1,092	24	42

Without Doctorate	Professor	Associate Professor	Assistant Professor	Instructor	Other*
Academic Year	$ 44,488	$ 33,554	$ 28,422	$ 25,617	$ 27,172
Calendar Year	$ 54,374	$ 41,011	$ 34,738	$ 31,319	$ 33,210
Number of Faculty (Total = 4,584)	73	654	2,369	1,126	362

Total Faculty	Professor	Associate Professor	Assistant Professor	Instructor	Other*
Number of Faculty (Total = 7,515)	640	1,860	3,461	1,150	404

*Other faculty includes clinical specialists, lecturers, and visiting professors.

Section 2. Methods

The surveys consist of four components: institutional data, faculty salaries, deans' salaries, and administrative faculty salaries. The institutional data not only provide information on enrollment and graduations in member schools, but also provide information for classifying schools into categories of region, type and size of programs, type of institution, and source of financial support. These are the categories that structure the tables presented in Section 4.

Survey Techniques

Survey forms were mailed to schools in August 1988. Follow-up telephone calls were made in November and December. An 89 percent response rate overall was obtained. All respondent surveys were used to calculate faculty salary figures.

Data Analysis and Presentation

Seventy-three percent of all full-time faculty salaries were originally reported on an academic year basis, ranging from $10,750 to $80,000. Salaries reported on a calendar year basis constituted 27 percent of the total full-time faculty salaries and ranged from $10,000 to $108,000. As in previous years, all salary figures were converted to either an academic or calendar year basis for comparative purposes.

The preparation of tables involved the conversion of salary from each individual, whether on an academic or calendar year basis, to an equivalent amount on the other basis. Thus, each set of tables represents the entire sample of respondents. To do this, salary data based on the calendar year were multipled by nine-elevenths (9/11), converting them to academic year data; and salary data based on an academic year were multiplied by eleven-ninths (11/9), converting them to calendar year data.

Terminology

Survey forms included some operational definitions in the instructions. In general, these terms are defined by common usage in the academic community. To ensure clear interpretation of the reports however, the following terms are defined:

- **School**: the nursing unit in a higher education institution that offers baccalaureate and higher degree programs in nursing.
- **Academic health center**: any institution that includes a school of medicine, a teaching hospital, and at least one additional health educational program, specifically nursing.
- **Nursing faculty**: nurses teaching in a baccalaureate or graduate nursing program; it does not include nonnurses, adjunct faculty, teaching assistants, or research assistants.
- **Part-time faculty**: nurses who hold a faculty appointment and receive some compensation from the school of nursing but are not considered full-time.
- **Salary**: the current fiscal year compensation figure; it should include the total amount before any deductions are made (such as: tax sheltered annuities, contributions to retirement funds,insurance, etc.)
- **Salary basis**: determined by the length of time spent teaching; the academic year is 9 or 10 months and the calendar year is 11 or 12 months.

Geographic Regions

North Atlantic Region (1)

Connecticut, Delaware, District of Columbia, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont

Midwestern Region (2)

Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin

Southern Region (3)

Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia, Puerto Rico

Western Region (4)

Arizona, Alaska, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming

Section 3. Results and Discussion

Mean salaries for all schools participating in the current survey are presented in Table 2. Four nursing faculty ranks for faculty with and without doctoral preparation are classified. Of the 7,857 faculty reported in the survey, 7,515 are included in the salary tables. Clinical specialists, lecturers, and visiting professors were not included in the final analysis. Changes in the number of faculty reported in tables are due to incomplete respondent surveys. Table 3 displays the 25th, 50th, and 75th percentiles for all institutions by rank and doctoral preparation.

Information on the gender and ethnic background of faculty were collected for the first time in 1988-89. Ninety-eight percent of the faculty were female and 91 percent were white. Graph 1 displays the ethnic background of faculty.

Graph 1. Ethnic Background of Faculty in Participating Schools in 1988-89

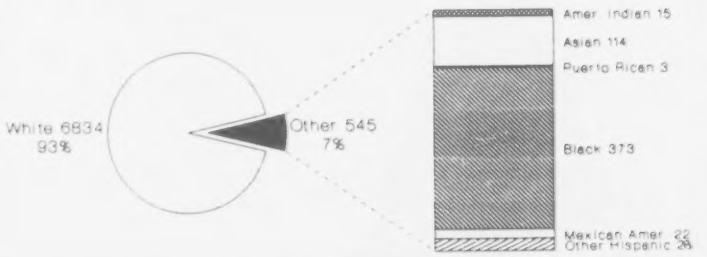

Table 4 reveals the number of schools, of faculty, and of doctorally prepared faculty since 1978. While the number, as well as the percent, of faculty with doctoral preparation continues to increase, the total number of faculty declined for the first time. Of the total faculty (N=7,857) in the survey, 3,055 or 38.9 percent had earned doctorates. This is an increase of five percent from the prior year. Changes in the number of doctorally prepared faculty since the first survey are depicted in Graph 2.

Section 4. Tables of Faculty Salaries

Data are presented on both an academic year and a calendar year basis. These two sections of the report each contain a set of tables with academic year or calendar year salary figures. Major determinants of salary include academic rank and degree level, and all tables display figures for these groups separately. The major institutional classifications are: public, private/secular, and private/religious. These classifications are also displayed on all tables.

The first table in this section presents data for all schools as well as for the institutional classifications. The tables that follow present data by geographic region, by type of programs offered, and by type of parent institution. The pattern used for presenting salary data for each rank and degree level is consistent throughout the report for both academic and calendar year data.

Table 2

Mean Faculty Salaries and Percent Change for 1987-88 and 1988-89 by Rank and Doctoral Preparation

Rank	Academic Year 87-88 (355)	Academic Year 88-89 (357)	Calendar Year 87-88 (355)	Calendar Year 88-89 (357)	Percent Change 1987-88	Percent Change 1988-89
Professor						
Doctoral	$44,841	$47,181	$54,805	$57,665	5.9%	5.2%
Nondoctoral	$41,399	$44,488	$50,598	$54,374	3.5	7.5
Assoc. Prof.						
Doctoral	$36,697	$38,324	$44,852	$46,841	5.8	4.4
Nondoctoral	$31,924	$33,554	$39,019	$41,011	4.6	5.1
Asst. Prof.						
Doctoral	$31,710	$33,726	$38,756	$41,220	4.4	6.4
Nondoctoral	$26,932	$28,422	$32,917	$34,738	4.7	5.5
Instructor						
Doctoral	$27,898	$31,240	$34,097	$38,182	5.0	12.0
Nondoctoral	$24,120	$25,617	$29,480	$31,310	5.3	6.2

Table 3

1988-89 Faculty Salary Percentiles by Rank and Doctoral Preparation

Rank	Academic Year Salary 25%	Academic Year Salary 50%	Academic Year Salary 75%	Calendar Year Salary 25%	Calendar Year Salary 50%	Calendar Year Salary 75%
Professor						
Doctoral	$41,000	$46,264	$52,968	$50,111	$56,545	$64,739
Nondoctoral	$37,168	$44,140	$52,968	$45,427	$53,949	$64,739
Assoc. Prof.						
Doctoral	$34,413	$37,660	$41,854	$42,060	$46,029	$51,155
Nondoctoral	$29,767	$33,100	$37,023	$36,382	$40,455	$45,250
Asst. Prof.						
Doctoral	$30,785	$33,500	$36,000	$37,626	$40,944	$44,000
Nondoctoral	$25,521	$28,000	$31,014	$31,193	$34,222	$37,907
Instructor						
Doctoral	$26,804	$30,266	$32,923	$32,761	$36,991	$40,239
Nondoctoral	$23,000	$25,200	$27,667	$28,111	$30,800	$33,815

Table 4

Number and Percent of Doctorally Prepared Faculty in Participating Schools by Year Since 1978-79

Year	Participating Schools	Total Faculty	Doctorally Prepared Faculty N	Percent
1978-79	189	6,297	944	15.0
1979-80	206	7,062	1,136	16.1
1980-81	230	7,499	1,320	17.6
1981-82	256	7,547	1,464	19.4
1982-83	287	7,516	1,659	22.1
1983-84	312	7,732	1,863	24.1
1984-85	339	8,043	2,082	25.9
1985-86	357	8,267	2,375	28.7
1986-87	363	8,237	2,621	31.8
1987-88	355	8,256	2,903	35.2
1988-89	357	7,857	3,055	38.9

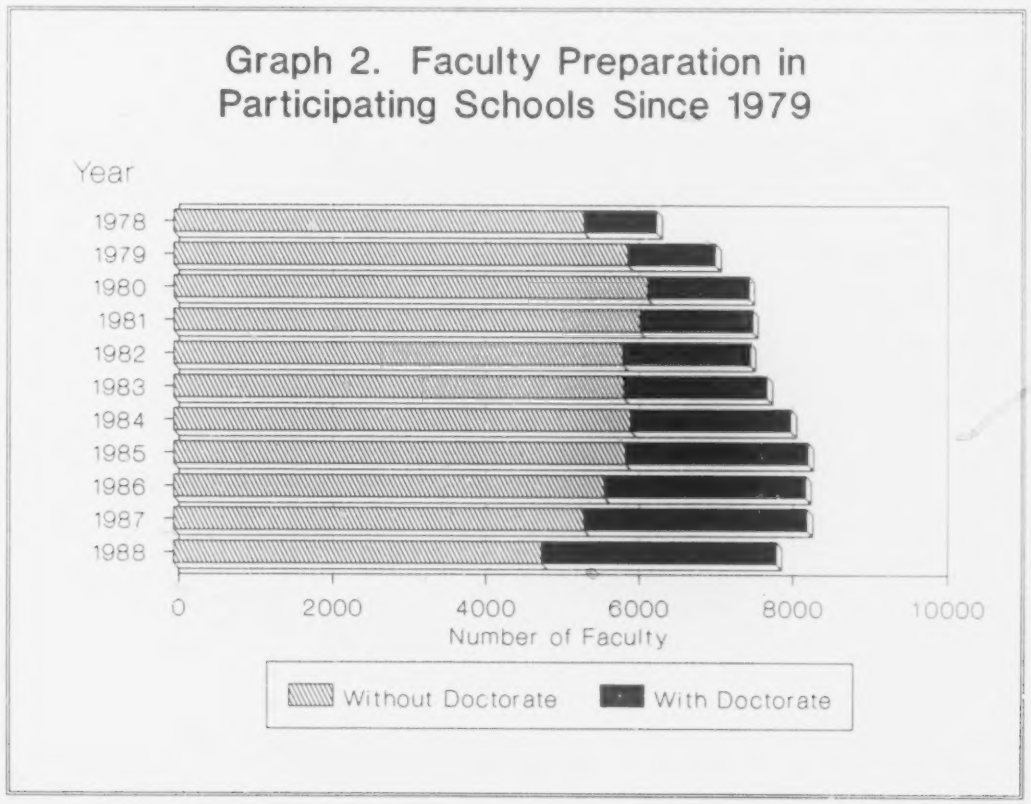

TABLE 5

ALL SCHOOLS - ALL REGIONS - ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC												
DOCTORAL	437	$47,604	$8,468	880	$38,624	$5,809	818	$33,941	$4,590	17	$30,981	$6,361
NONDOCTORAL	62	$45,300	$8,511	431	$34,625	$5,558	1520	$28,947	$3,957	698	$25,439	$3,521
SECULAR												
DOCTORAL	64	$52,016	$11,649	182	$38,802	$6,491	179	$33,694	$5,259	5	$33,419	$6,440
NONDOCTORAL	5	$43,902	$14,937	77	$33,654	$5,833	308	$29,679	$5,029	221	$28,234	$4,015
RELIGIOUS												
DOCTORAL	66	$39,690	$7,915	144	$35,893	$5,954	95	$31,936	$3,824	2	.	.
NONDOCTORAL	6	$36,583	$9,918	146	$30,341	$5,203	541	$26,233	$3,989	207	$23,424	$3,210
TOTAL												
DOCTORAL	567	$47,181	$9,320	1206	$38,325	$5,996	1092	$33,726	$4,676	24	$31,240	$6,156
NONDOCTORAL	73	$44,488	$9,295	654	$33,554	$5,777	2369	$28,422	$4,293	1126	$25,617	$3,869

TABLE 6

ALL SCHOOLS - PERCENTILES - ACADEMIC YEAR BASIS

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
PUBLIC												
DOCTORAL	$41,886	$46,679	$52,968	$34,755	$37,721	$41,868	$30,984	$33,546	$36,281	$26,869	$29,000	$32,915
NONDOCTORAL	$39,371	$45,062	$52,968	$31,080	$33,947	$37,558	$26,138	$28,516	$31,499	$23,181	$25,007	$27,000
SECULAR												
DOCTORAL	$43,812	$50,375	$58,750	$34,983	$38,844	$42,203	$30,660	$33,729	$36,000	$28,424	$32,700	$38,773
NONDOCTORAL	$27,702	$52,364	$55,870	$29,017	$34,000	$37,732	$26,000	$28,982	$32,796	$25,788	$28,000	$31,086
RELIGIOUS												
DOCTORAL	$33,664	$38,386	$44,526	$31,000	$35,211	$40,583	$29,164	$32,064	$34,560	.	.	.
NONDOCTORAL	$28,951	$32,980	$48,274	$26,328	$29,847	$33,266	$23,667	$26,000	$28,620	$21,350	$23,363	$25,650
TOTAL												
DOCTORAL	$41,000	$46,264	$52,968	$34,413	$37,660	$41,854	$30,785	$33,500	$36,000	$26,804	$30,266	$32,923
NONDOCTORAL	$37,168	$44,140	$52,968	$29,767	$33,100	$37,023	$25,521	$28,000	$31,014	$23,000	$25,200	$27,667

TABLE 7

ALL SCHOOLS - MINIMUM AND MAXIMUM - ACADEMIC YEAR SALARIES

	RANK							
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
PUBLIC								
DOCTORAL	$24,688	$75,772	$22,688	$63,409	$21,764	$56,127	$25,371	$52,968
NONDOCTORAL	$24,030	$69,382	$12,486	$52,759	$10,750	$48,204	$12,273	$41,108
SECULAR								
DOCTORAL	$23,920	$88,364	$22,044	$66,371	$8,182	$52,000	$24,570	$42,545
NONDOCTORAL	$26,000	$57,240	$24,136	$50,220	$21,725	$58,466	$17,772	$45,000
RELIGIOUS								
DOCTORAL	$26,224	$61,791	$22,927	$50,198	$17,953	$41,650	.	.
NONDOCTORAL	$26,230	$49,623	$18,818	$45,855	$11,475	$40,624	$11,130	$36,875
TOTAL								
DOCTORAL	$23,920	$88,364	$22,044	$66,371	$8,182	$56,127	$24,570	$52,968
NONDOCTORAL	$24,030	$69,382	$12,486	$52,759	$10,750	$58,466	$11,130	$45,000

TABLE 8

SCHOOLS IN THE NORTH ATLANTIC STATES - ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC												
DOCTORAL	41	$53,607	$8,922	117	$40,951	$6,517	140	$36,463	$5,304	2	.	.
NONDOCTORAL	1	.	.	52	$38,058	$6,097	207	$31,593	$3,974	100	$28,148	$4,402
SECULAR												
DOCTORAL	46	$50,737	$9,507	135	$38,757	$5,919	123	$33,471	$5,222	3	$30,757	$5,480
NONDOCTORAL	3	$54,701	$2,444	54	$33,889	$5,586	206	$29,724	$5,195	66	$26,737	$3,061
RELIGIOUS												
DOCTORAL	11	$43,011	$7,295	45	$37,479	$5,764	38	$31,721	$3,861	1	.	.
NONDOCTORAL	0	.	.	22	$28,875	$7,793	162	$25,731	$4,924	53	$23,943	$3,052
TOTAL												
DOCTORAL	98	$51,071	$9,507	297	$39,428	$6,256	301	$34,642	$5,399	6	$30,794	$4,652
NONDOCTORAL	4	$53,117	$3,745	128	$34,721	$6,983	575	$29,272	$5,259	219	$26,705	$4,077

TABLE 9

SCHOOLS IN THE NORTH ATLANTIC STATES - PERCENTILES - ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
PUBLIC												
DOCTORAL	$47,915	$52,000	$63,402	$36,729	$40,510	$45,081	$32,953	$36,298	$40,444	.	.	.
NONDOCTORAL	.	.	.	$33,905	$36,672	$40,413	$28,691	$31,557	$34,125	$25,545	$27,313	$29,149
SECULAR												
DOCTORAL	$43,550	$48,950	$57,273	$35,200	$38,925	$42,200	$30,900	$33,600	$35,284	$24,570	$32,700	$35,000
NONDOCTORAL	$52,364	$54,500	$57,240	$29,085	$34,354	$38,200	$25,750	$28,896	$32,825	$25,160	$26,141	$28,636
RELIGIOUS												
DOCTORAL	$38,455	$42,611	$46,450	$32,000	$37,938	$42,118	$28,100	$31,898	$34,553	.	.	.
NONDOCTORAL	.	.	.	$23,742	$26,038	$37,300	$22,402	$25,459	$29,000	$22,418	$24,319	$26,000
TOTAL												
DOCTORAL	$43,784	$49,200	$57,273	$35,362	$39,273	$42,982	$31,091	$34,194	$37,778	$25,500	$32,269	$35,000
NONDOCTORAL	$50,364	$53,432	$55,870	$29,675	$35,450	$38,745	$25,560	$29,185	$32,431	$24,412	$26,400	$28,204

TABLE 10

SCHOOLS IN THE MIDWESTERN STATES - ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC												
DOCTORAL	107	$47,670	$8,430	204	$38,781	$5,612	225	$33,853	$3,931	5	$30,023	$3,097
NONDOCTORAL	13	$38,398	$7,402	142	$34,311	$4,953	393	$28,424	$3,693	208	$24,248	$2,954
SECULAR												
DOCTORAL	11	$60,513	$18,161	25	$41,152	$9,210	37	$35,356	$5,074	1	.	.
NONDOCTORAL	0	.	.	10	$30,445	$5,630	78	$30,094	$4,801	150	$29,009	$4,187
RELIGIOUS												
DOCTORAL	22	$38,774	$7,879	44	$36,446	$6,272	21	$31,914	$2,884	0	.	.
NONDOCTORAL	5	$36,719	$11,082	80	$29,890	$4,375	236	$26,371	$3,376	90	$23,089	$3,129
TOTAL												
DOCTORAL	140	$47,281	$10,617	273	$38,622	$6,212	283	$33,905	$4,090	6	$32,110	$5,814
NONDOCTORAL	18	$37,932	$8,257	232	$32,620	$5,224	707	$27,923	$3,917	448	$25,609	$4,225

TABLE 11

SCHOOLS IN THE MIDWESTERN STATES - PERCENTILES - ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
PUBLIC												
DOCTORAL	$41,550	$46,718	$53,018	$34,956	$37,718	$41,918	$31,167	$33,830	$35,560	$28,817	$29,000	$32,900
NONDOCTORAL	$33,259	$37,100	$41,523	$31,000	$33,681	$38,039	$25,808	$27,891	$30,900	$22,014	$24,000	$26,034
SECULAR												
DOCTORAL	$53,182	$59,105	$73,636	$35,395	$39,637	$43,364	$32,685	$36,750	$38,549	.	.	.
NONDOCTORAL	.	.	.	$24,545	$30,380	$36,800	$26,956	$30,507	$33,002	$26,483	$29,353	$31,500
RELIGIOUS												
DOCTORAL	$32,750	$36,906	$46,030	$31,150	$36,689	$40,900	$30,675	$32,064	$34,396	.	.	.
NONDOCTORAL	$29,858	$30,061	$47,825	$26,437	$29,129	$33,126	$24,113	$26,225	$28,452	$20,448	$23,000	$24,500
TOTAL												
DOCTORAL	$39,697	$46,494	$53,100	$34,500	$37,830	$41,700	$31,131	$33,880	$35,725	$28,817	$30,950	$33,400
NONDOCTORAL	$30,061	$36,056	$46,591	$28,982	$31,930	$36,304	$25,210	$27,400	$30,322	$22,300	$25,002	$28,265

TABLE 12

SCHOOLS IN THE SOUTHERN STATES - ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC												
DOCTORAL	176	$45,814	$8,570	387	$38,389	$5,985	320	$33,297	$4,636	8	$28,905	$2,298
NONDOCTORAL	12	$38,454	$5,160	181	$33,482	$5,280	764	$28,379	$3,739	283	$24,847	$2,819
SECULAR												
DOCTORAL	7	$47,064	$4,885	19	$36,622	$5,881	13	$29,667	$3,507	1	.	.
NONDOCTORAL	0	.	.	12	$36,045	$5,924	13	$26,755	$2,197	4	$25,634	$1,678
RELIGIOUS												
DOCTORAL	20	$39,403	$7,523	30	$33,531	$5,115	17	$31,668	$4,663	0	.	.
NONDOCTORAL	0	.	.	19	$30,917	$5,535	103	$26,561	$4,011	35	$22,505	$2,524
TOTAL												
DOCTORAL	203	$45,226	$8,569	436	$37,977	$6,046	350	$33,083	$4,652	9	$29,279	$2,426
NONDOCTORAL	12	$38,454	$5,160	212	$33,397	$5,402	880	$28,142	$3,800	322	$24,602	$2,868

TABLE 13

SCHOOLS IN THE SOUTHERN STATES - PERCENTILES - ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
PUBLIC												
DOCTORAL	$40,165	$44,684	$50,040	$34,507	$37,655	$41,960	$30,183	$32,976	$35,910	$26,870	$28,647	$30,487
NONDOCTORAL	$36,868	$39,683	$41,535	$30,317	$33,238	$35,896	$25,948	$28,111	$30,616	$23,247	$24,656	$26,200
SECULAR												
DOCTORAL	$42,982	$46,264	$51,496	$29,000	$38,864	$42,401	$27,600	$29,280	$30,927	.	.	.
NONDOCTORAL	.	.	.	$32,269	$36,383	$37,774	$26,000	$26,368	$27,676	$24,598	$26,171	$26,671
RELIGIOUS												
DOCTORAL	$36,071	$38,145	$42,720	$29,631	$34,320	$36,400	$29,322	$32,400	$34,340	.	.	.
NONDOCTORAL	.	.	.	$25,348	$29,659	$34,692	$23,540	$26,000	$29,443	$20,943	$21,890	$23,650
TOTAL												
DOCTORAL	$39,109	$44,390	$49,793	$34,080	$37,297	$41,749	$30,000	$32,586	$35,700	$27,000	$28,890	$30,931
NONDOCTORAL	$36,868	$39,683	$41,535	$30,231	$33,122	$36,041	$25,618	$28,000	$30,500	$22,800	$24,545	$26,019

TABLE 14

SCHOOLS IN THE WESTERN STATES - ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC												
DOCTORAL	113	$48,151	$7,083	172	$37,383	$4,581	133	$32,983	$3,730	2	.	.
NONDOCTORAL	36	$49,990	$6,514	56	$35,926	$5,956	156	$29,531	$4,147	107	$26,789	$3,575
SECULAR												
DOCTORAL	0	.	.	3	$35,067	$855	6	$36,741	$5,412	0	.	.
NONDOCTORAL	2	.	.	1	.	.	11	$29,356	$5,220	1	.	.
RELIGIOUS												
DOCTORAL	13	$38,873	$9,181	25	$34,897	$5,908	19	$32,630	$4,058	1	.	.
NONDOCTORAL	1	.	.	25	$32,637	$4,008	40	$26,612	$2,805	29	$24,623	$4,032
TOTAL												
DOCTORAL	126	$47,194	$7,815	200	$37,038	$4,794	158	$33,083	$3,881	3	$36,276	$14,681
NONDOCTORAL	39	$48,486	$8,263	82	$34,782	$5,702	207	$28,958	$4,132	137	$26,289	$3,781

TABLE 15

SCHOOLS IN THE WESTERN STATES - PERCENTILES - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
PUBLIC												
DOCTORAL	$43,001	$47,338	$52,968	$34,364	$36,834	$40,022	$30,568	$32,556	$34,740	.	.	.
NONDOCTORAL	$45,062	$52,968	$52,968	$31,655	$35,384	$39,572	$26,399	$28,955	$32,460	$24,400	$25,711	$29,400
SECULAR												
DOCTORAL	.	.	.	$34,317	$34,887	$35,998	$34,461	$35,236	$36,998	.	.	.
NONDOCTORAL	.	.	.	.	.	.	$23,500	$29,000	$34,998	.	.	.
RELIGIOUS												
DOCTORAL	$36,890	$37,498	$40,930	$30,793	$32,700	$40,000	$28,620	$31,909	$36,221	.	.	.
NONDOCTORAL	.	.	.	$29,694	$32,054	$33,514	$24,803	$26,170	$27,830	$21,302	$25,815	$27,794
TOTAL												
DOCTORAL	$41,568	$46,625	$52,968	$33,465	$36,408	$39,980	$30,568	$32,562	$35,004	$25,371	$30,488	$52,968
NONDOCTORAL	$43,896	$52,968	$52,968	$30,835	$33,274	$37,560	$26,000	$28,000	$32,123	$24,136	$25,711	$27,794

TABLE 16

SCHOOLS IN UNIVERSITIES - ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC												
DOCTORAL	421	$47,778	$8,493	828	$38,818	$5,866	794	$34,018	$4,584	16	$31,332	$6,398
NONDOCTORAL	62	$45,300	$8,511	381	$34,761	$5,714	1363	$28,855	$3,977	660	$25,467	$3,602
SECULAR												
DOCTORAL	59	$52,925	$11,646	151	$39,805	$6,191	159	$33,959	$5,114	4	$35,631	$4,763
NONDOCTORAL	3	$54,701	$2,444	49	$36,612	$4,735	197	$30,666	$4,769	187	$28,951	$3,663
RELIGIOUS												
DOCTORAL	45	$41,086	$8,077	113	$37,388	$5,488	80	$32,559	$3,206	2	.	.
NONDOCTORAL	3	$38,528	$10,042	74	$31,790	$4,861	240	$27,951	$3,681	102	$24,590	$3,496
TOTAL												
DOCTORAL	525	$47,783	$9,227	1092	$38,807	$5,898	1033	$33,896	$4,592	22	$31,810	$6,117
NONDOCTORAL	68	$45,416	$8,668	504	$34,504	$5,639	1800	$28,933	$4,088	949	$26,059	$3,884

TABLE 17

SCHOOLS IN UNIVERSITIES - PERCENTILES - ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
PUBLIC												
DOCTORAL	$41,889	$46,679	$52,968	$34,755	$37,721	$41,868	$30,984	$33,546	$36,281	$27,000	$29,000	$32,900
NONDOCTORAL	$39,561	$45,062	$52,968	$31,080	$33,947	$37,558	$26,138	$28,516	$31,499	$23,185	$25,008	$27,000
SECULAR												
DOCTORAL	$43,841	$50,375	$58,600	$34,983	$38,844	$42,203	$30,660	$33,729	$36,000	$32,277	$32,700	$35,000
NONDOCTORAL	$29,404	$52,364	$54,500	$29,017	$34,000	$37,732	$26,000	$28,982	$32,796	$25,788	$28,000	$31,081
RELIGIOUS												
DOCTORAL	$33,686	$38,386	$44,465	$31,000	$35,211	$40,583	$29,164	$32,064	$34,560	.	.	.
NONDOCTORAL	$29,858	$32,980	$47,825	$26,328	$29,847	$33,266	$23,667	$26,000	$28,620	$21,350	$23,363	$25,650
TOTAL												
DOCTORAL	$41,000	$46,264	$52,968	$34,413	$37,660	$41,854	$30,785	$33,500	$36,000	$26,870	$30,266	$32,916
NONDOCTORAL	$37,236	$44,140	$52,968	$29,767	$33,100	$37,023	$25,521	$28,000	$31,014	$23,000	$25,200	$27,659

TABLE 18

SCHOOLS IN FOUR-YEAR COLLEGES - ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC												
DOCTORAL	13	$43,511	$6,884	46	$35,668	$3,752	18	$31,205	$4,096	0	.	.
NONDOCTORAL	0	.	.	44	$33,607	$4,272	142	$29,831	$3,784	23	$25,145	$1,583
SECULAR												
DOCTORAL	5	$41,284	$3,832	29	$33,116	$4,975	18	$30,737	$5,733	1	.	.
NONDOCTORAL	2	.	.	28	$28,476	$3,497	103	$27,048	$3,477	33	$24,021	$3,283
RELIGIOUS												
DOCTORAL	20	$36,315	$6,743	31	$30,441	$4,171	13	$28,578	$5,521	0	.	.
NONDOCTORAL	2	.	.	62	$28,317	$5,028	300	$24,878	$3,686	105	$22,291	$2,432
TOTAL												
DOCTORAL	38	$39,430	$7,202	106	$33,441	$4,740	49	$30,336	$5,137	1	.	.
NONDOCTORAL	4	$27,873	$2,041	134	$30,087	$5,107	545	$26,579	$4,224	161	$23,054	$2,747

TABLE 19

SCHOOLS IN FOUR-YEAR COLLEGES - PERCENTILES - ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
PUBLIC												
DOCTORAL	$38,822	$42,974	$46,713	$34,000	$36,000	$37,450	$27,854	$31,414	$34,235	.	.	.
NONDOCTORAL	.	.	.	$31,053	$33,139	$36,453	$27,361	$29,557	$32,957	$24,353	$25,175	$26,414
SECULAR												
DOCTORAL	$37,925	$42,029	$42,325	$29,100	$34,000	$36,000	$26,632	$29,162	$33,600	.	.	.
NONDOCTORAL	.	.	.	$25,725	$27,950	$30,605	$23,825	$26,956	$29,185	$21,682	$24,156	$26,483
RELIGIOUS												
DOCTORAL	$30,382	$35,460	$40,549	$27,000	$29,487	$31,547	$26,000	$28,100	$31,382	.	.	.
NONDOCTORAL	.	.	.	$25,037	$28,108	$31,599	$22,476	$24,717	$27,441	$20,400	$22,000	$23,703
TOTAL												
DOCTORAL	$33,181	$38,808	$43,740	$29,487	$34,347	$36,729	$27,000	$29,258	$33,600	.	.	.
NONDOCTORAL	$26,115	$27,817	$29,631	$26,182	$29,369	$33,144	$23,565	$26,294	$29,221	$21,100	$23,000	$25,000

TABLE 20

SCHOOLS WITH AN ACADEMIC HEALTH CENTER - ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC												
DOCTORAL	252	$47,959	$8,120	474	$39,338	$6,259	463	$34,115	$4,522	9	$29,195	$1,918
NONDOCTORAL	19	$44,223	$8,240	202	$34,118	$5,810	578	$28,672	$3,996	279	$24,817	$3,105
SECULAR												
DOCTORAL	31	$57,919	$12,373	85	$41,125	$6,610	122	$34,733	$5,292	4	$35,531	$4,763
NONDOCTORAL	2	.	.	22	$37,137	$5,509	134	$31,866	$5,481	176	$29,118	$3,660
RELIGIOUS												
DOCTORAL	20	$42,316	$7,520	39	$36,356	$5,205	26	$33,024	$2,765	1	.	.
NONDOCTORAL	0	.	.	20	$31,594	$2,921	61	$27,498	$3,502	35	$24,329	$3,863
TOTAL												
DOCTORAL	303	$48,605	$9,243	598	$39,398	$6,320	611	$34,192	$4,634	14	$30,770	$4,315
NONDOCTORAL	21	$45,231	$8,475	244	$34,183	$5,706	773	$29,133	$4,442	490	$26,327	$3,963

TABLE 21

SCHOOLS WITH AN ACADEMIC HEALTH CENTER - PERCENTILES - ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
PUBLIC												
DOCTORAL	$41,889	$46,679	$52,968	$34,755	$37,721	$41,868	$30,983	$33,546	$36,281	$27,000	$29,000	$32,900
NONDOCTORAL	$39,561	$45,062	$52,968	$31,080	$33,947	$37,558	$31,080	$33,947	$37,558	$23,185	$25,008	$27,000
SECULAR												
DOCTORAL	$43,841	$50,375	$58,600	$34,983	$38,844	$42,203	$30,660	$33,729	$36,000	$32,277	$32,700	$35,000
NONDOCTORAL	.	.	.	$29,017	$34,000	$37,732	$29,017	$34,000	$37,732	$25,788	$28,000	$31,081
RELIGIOUS												
DOCTORAL	$33,686	$38,386	$44,465	$31,000	$35,211	$40,583	$29,164	$32,064	$34,560	.	.	.
NONDOCTORAL	.	.	.	$26,328	$29,847	$33,266	$26,328	$29,847	$33,266	$21,350	$23,363	$25,650
TOTAL												
DOCTORAL	$41,000	$46,264	$52,968	$35,000	$38,782	$43,286	$31,200	$33,852	$36,120	$26,870	$30,266	$32,916
NONDOCTORAL	$37,236	$44,140	$52,968	$30,525	$33,609	$36,962	$26,000	$28,326	$31,548	$23,000	$25,200	$27,659

TABLE 22

SCHOOLS WITH BACCALAUREATE PROGRAMS ONLY - ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC												
DOCTORAL	37	$41,122	$6,809	119	$35,664	$4,207	66	$33,033	$4,955	1	.	.
NONDOCTORAL	3	$32,789	$7,586	109	$33,361	$4,753	510	$28,178	$3,698	131	$25,286	$2,937
SECULAR												
DOCTORAL	0	.	.	28	$35,511	$5,599	17	$31,032	$5,514	0	.	.
NONDOCTORAL	2	.	.	25	$32,915	$6,236	102	$27,641	$3,367	34	$25,254	$3,000
RELIGIOUS												
DOCTORAL	22	$37,656	$8,346	46	$32,781	$4,920	32	$31,014	$3,768	0	.	.
NONDOCTORAL	6	$36,583	$9,918	91	$28,985	$5,190	325	$25,814	$4,076	117	$22,513	$2,610
TOTAL												
DOCTORAL	59	$39,830	$7,540	193	$34,955	$4,738	115	$32,176	$4,809	1	.	.
NONDOCTORAL	11	$33,933	$8,581	225	$31,542	$5,510	937	$27,299	$3,951	282	$24,131	$3,118

TABLE 23

SCHOOLS WITH BACCALAUREATE PROGRAMS ONLY - PERCENTILES - ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
PUBLIC												
DOCTORAL	$36,914	$42,000	$45,596	$33,120	$35,699	$37,721	$29,274	$32,107	$36,000	.	.	.
NONDOCTORAL	$24,030	$37,100	$37,236	$30,257	$32,530	$35,808	$25,525	$28,070	$30,693	$23,500	$25,341	$26,414
SECULAR												
DOCTORAL	.	.	.	$30,334	$35,807	$39,810	$27,600	$29,505	$32,685	.	.	.
NONDOCTORAL	.	.	.	$28,000	$33,157	$37,636	$24,830	$27,121	$29,780	$22,091	$25,420	$27,128
RELIGIOUS												
DOCTORAL	$30,900	$36,405	$42,611	$29,200	$31,099	$35,900	$28,446	$31,029	$34,170	.	.	.
NONDOCTORAL	$29,858	$32,980	$47,825	$25,127	$28,800	$32,118	$23,032	$25,640	$28,500	$20,448	$22,000	$24,319
TOTAL												
DOCTORAL	$33,829	$38,940	$44,709	$31,394	$35,198	$37,721	$28,875	$31,382	$35,014	.	.	.
NONDOCTORAL	$26,230	$30,061	$37,236	$27,770	$31,636	$34,855	$24,500	$27,295	$29,976	$21,890	$24,230	$26,000

TABLE 24

SCHOOLS WITH MASTER'S PROGRAMS IN NURSING - ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC												
DOCTORAL	400	$48,204	$8,362	761	$39,086	$5,890	752	$34,020	$4,551	16	$30,721	$6,475
NONDOCTORAL	59	$45,937	$8,104	322	$35,053	$5,749	1010	$29,335	$4,028	567	$25,475	$3,644
SECULAR												
DOCTORAL	64	$52,016	$11,649	154	$39,401	$6,478	162	$33,974	$5,170	5	$33,419	$6,440
NONDOCTORAL	3	$54,701	$2,444	52	$34,009	$5,658	206	$30,688	$5,403	187	$28,775	$3,943
RELIGIOUS												
DOCTORAL	44	$40,708	$7,584	98	$37,353	$5,855	63	$32,404	$3,795	2	.	.
NONDOCTORAL	0	.	.	55	$32,585	$4,426	216	$26,864	$3,777	90	$24,608	$3,531
TOTAL												
DOCTORAL	508	$48,035	$9,135	1013	$38,967	$5,998	977	$33,908	$4,628	23	$31,070	$6,237
NONDOCTORAL	62	$46,361	$8,139	429	$34,610	$5,638	1432	$29,157	$4,350	844	$26,114	$3,969

TABLE 25

SCHOOLS WITH MASTER'S PROGRAMS IN NURSING - PERCENTILES - ACADEMIC YEAR BASIS

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
PUBLIC												
DOCTORAL	$41,889	$46,679	$52,968	$34,755	$37,721	$41,868	$30,984	$33,546	$36,281	$27,000	$29,000	$32,900
NONDOCTORAL	$39,561	$45,062	$52,968	$31,080	$33,947	$37,558	$26,138	$28,516	$31,499	$23,185	$25,008	$27,000
SECULAR												
DOCTORAL	$43,841	$50,375	$58,600	$34,983	$38,844	$42,203	$30,660	$33,729	$36,000	$32,277	$32,700	$35,000
NONDOCTORAL	$29,404	$52,364	$54,500	$29,017	$34,000	$37,732	$26,000	$28,982	$32,796	$25,788	$28,000	$31,081
RELIGIOUS												
DOCTORAL	$33,686	$38,386	$44,465	$31,000	$35,211	$40,583	$29,164	$32,064	$34,560	.	.	.
NONDOCTORAL	.	.	.	$26,328	$29,847	$33,266	$23,667	$26,000	$28,620	$21,350	$23,363	$25,650
TOTAL												
DOCTORAL	$41,000	$46,264	$52,968	$34,890	$38,331	$42,388	$31,000	$33,627	$36,182	$26,870	$30,266	$32,916
NONDOCTORAL	$37,236	$44,140	$52,968	$30,818	$34,116	$37,793	$26,002	$28,555	$31,992	$23,000	$25,200	$27,659

TABLE 26

SCHOOLS WITH DOCTORAL PROGRAMS IN NURSING - ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC												
DOCTORAL	208	$48,143	$8,551	355	$39,618	$6,303	373	$33,814	$4,474	5	$29,314	$2,434
NONDOCTORAL	12	$46,818	$9,258	107	$34,882	$5,162	342	$28,463	$3,567	150	$25,234	$2,660
SECULAR												
DOCTORAL	38	$55,642	$12,633	73	$41,420	$6,707	104	$34,671	$5,768	3	$36,748	$5,150
NONDOCTORAL	0	.	.	7	$35,979	$4,216	92	$31,721	$5,554	155	$29,243	$3,764
RELIGIOUS												
DOCTORAL	3	$38,554	$583	12	$36,520	$3,713	13	$32,018	$4,727	0	.	.
NONDOCTORAL	0	.	.	0	.	.	13	$26,872	$3,485	4	$27,080	$3,307
TOTAL												
DOCTORAL	249	$49,172	$9,670	440	$39,832	$6,365	490	$33,948	$4,797	8	$32,102	$5,077
NONDOCTORAL	12	$46,818	$9,258	114	$34,950	$5,100	447	$29,087	$4,269	309	$27,269	$3,820

TABLE 27

SCHOOLS WITH DOCTORAL PROGRAMS IN NURSING - PERCENTILES - ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
PUBLIC												
DOCTORAL	$41,800	$46,882	$53,825	$35,250	$38,783	$43,795	$31,000	$33,224	$35,700	$28,404	$28,890	$30,044
NONDOCTORAL	$40,682	$44,057	$50,741	$31,000	$33,600	$37,473	$25,953	$27,709	$30,970	$23,400	$24,991	$27,000
SECULAR												
DOCTORAL	$46,264	$54,728	$61,339	$36,833	$40,156	$44,698	$32,074	$34,306	$37,505	$32,700	$35,000	$42,545
NONDOCTORAL	.	.	.	$32,243	$35,868	$39,300	$27,883	$30,678	$34,400	$26,517	$29,267	$31,500
RELIGIOUS												
DOCTORAL	$38,000	$38,500	$39,163	$32,816	$36,747	$40,175	$27,672	$31,713	$34,550	.	.	.
NONDOCTORAL	.	.	.	.	.	.	$24,401	$26,000	$28,000	$25,159	$25,659	$29,000
TOTAL												
DOCTORAL	$42,324	$47,370	$54,638	$35,399	$39,081	$43,593	$31,064	$33,509	$35,934	$28,647	$31,372	$33,966
NONDOCTORAL	$40,682	$44,057	$50,741	$31,091	$33,787	$37,473	$26,000	$28,200	$31,582	$24,545	$26,760	$29,867

TABLE 28

ALL SCHOOLS - ALL REGIONS - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC												
DOCTORAL	437	$58,183	$10,350	880	$47,207	$7,100	818	$41,483	$5,610	17	$37,866	$7,775
NONDOCTORAL	62	$55,367	$10,402	431	$42,319	$6,793	1520	$35,379	$4,836	698	$31,092	$4,304
SECULAR												
DOCTORAL	64	$63,575	$14,238	182	$47,425	$7,933	179	$41,182	$6,427	5	$40,845	$7,872
NONDOCTORAL	5	$53,657	$18,257	77	$41,132	$7,130	308	$36,274	$6,146	221	$34,508	$4,907
RELIGIOUS												
DOCTORAL	66	$48,511	$9,674	144	$43,869	$7,277	95	$39,033	$4,673	2	.	.
NONDOCTORAL	6	$44,712	$12,122	146	$37,084	$6,360	541	$32,063	$4,875	207	$28,629	$3,924
TOTAL												
DOCTORAL	567	$57,666	$11,391	1206	$46,841	$7,329	1092	$41,220	$5,715	24	$38,183	$7,525
NONDOCTORAL	73	$54,374	$11,360	654	$41,011	$7,061	2369	$34,738	$5,247	1126	$31,310	$4,729

TABLE 29

ALL SCHOOLS - PERCENTILES - CALENDAR YEAR BASIS

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
PUBLIC												
DOCTORAL	$51,194	$57,052	$64,739	$42,478	$46,103	$51,172	$37,869	$41,001	$44,343	$32,840	$35,444	$40,230
NONDOCTORAL	$48,120	$55,076	$64,739	$37,987	$41,491	$45,904	$31,946	$34,853	$38,498	$28,332	$30,565	$33,000
SECULAR												
DOCTORAL	$53,548	$61,569	$71,805	$42,757	$47,476	$51,582	$37,473	$41,224	$44,000	$34,740	$39,967	$47,389
NONDOCTORAL	$33,858	$64,000	$68,285	$35,466	$41,555	$46,117	$31,778	$35,422	$40,085	$31,519	$34,222	$37,994
RELIGIOUS												
DOCTORAL	$41,145	$46,916	$54,421	$37,889	$43,036	$49,601	$35,645	$39,189	$42,240	.	.	.
NONDOCTORAL	$35,384	$40,309	$59,002	$32,179	$36,480	$40,658	$28,927	$31,778	$34,980	$26,094	$28,555	$31,350
TOTAL												
DOCTORAL	$50,111	$56,545	$64,739	$42,060	$46,029	$51,155	$37,626	$40,944	$44,000	$32,761	$36,991	$40,239
NONDOCTORAL	$45,427	$53,949	$64,739	$36,382	$40,455	$45,250	$31,193	$34,222	$37,907	$28,111	$30,800	$33,815

TABLE 30

ALL SCHOOLS - MINIMUM AND MAXIMUM - CALENDAR YEAR SALARIES

	RANK							
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
PUBLIC								
DOCTORAL	$30,174	$92,610	$27,730	$77,500	$26,600	$68,600	$31,009	$64,739
NONDOCTORAL	$29,370	$84,800	$15,261	$64,483	$13,139	$58,916	$15,000	$50,243
SECULAR								
DOCTORAL	$29,236	$108,000	$26,943	$81,120	$10,000	$63,556	$30,030	$52,000
NONDOCTORAL	$31,778	$69,960	$29,500	$61,380	$26,553	$71,458	$21,721	$55,000
RELIGIOUS								
DOCTORAL	$32,051	$75,522	$28,022	$61,353	$21,943	$50,906	.	.
NONDOCTORAL	$32,059	$60,650	$23,000	$56,045	$14,025	$49,652	$13,603	$45,069
TOTAL								
DOCTORAL	$29,236	$108,000	$26,943	$81,120	$10,000	$68,600	$30,030	$64,739
NONDOCTORAL	$29,370	$84,800	$15,261	$64,483	$13,139	$71,458	$13,603	$55,000

TABLE 31

SCHOOLS IN THE NORTH ATLANTIC STATES - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC												
DOCTORAL	41	$65,520	$10,905	117	$50,051	$7,965	140	$44,566	$6,483	2	.	.
NONDOCTORAL	1	.	.	52	$46,516	$7,452	207	$38,614	$4,857	100	$34,403	$5,380
SECULAR												
DOCTORAL	46	$62,012	$11,619	135	$47,370	$7,235	123	$40,909	$6,382	3	$37,591	$6,698
NONDOCTORAL	3	$66,857	$2,988	54	$41,420	$6,827	206	$36,329	$6,349	66	$32,678	$3,741
RELIGIOUS												
DOCTORAL	11	$52,569	$8,916	45	$45,807	$7,045	38	$38,771	$4,719	1	.	.
NONDOCTORAL	0	.	.	22	$35,292	$9,525	162	$31,449	$6,018	53	$29,264	$3,731
TOTAL												
DOCTORAL	98	$62,420	$11,619	297	$48,189	$7,647	301	$42,340	$6,599	6	$37,637	$5,685
NONDOCTORAL	4	$64,921	$4,577	128	$42,437	$8,535	575	$35,776	$6,428	219	$32,639	$4,984

TABLE 32

SCHOOLS IN THE NORTH ATLANTIC STATES - PERCENTILES - CALENDAR YEAR REGION

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
PUBLIC												
DOCTORAL	$58,563	$63,556	$77,491	$44,891	$49,512	$55,099	$40,276	$44,364	$49,432	.	.	.
NONDOCTORAL	.	.	.	$41,439	$44,821	$49,393	$35,067	$38,570	$41,708	$31,221	$33,382	$35,627
SECULAR												
DOCTORAL	$53,228	$59,828	$70,000	$43,022	$47,575	$51,578	$37,767	$41,067	$43,125	$30,030	$39,967	$42,778
NONDOCTORAL	$64,000	$66,611	$69,960	$35,548	$41,988	$46,689	$31,472	$35,317	$40,119	$30,751	$31,950	$35,000
RELIGIOUS												
DOCTORAL	$47,000	$52,080	$56,772	$39,111	$46,369	$51,477	$34,344	$38,986	$42,231	.	.	.
NONDOCTORAL	.	.	.	$29,018	$31,824	$45,589	$27,380	$31,117	$35,444	$27,400	$29,723	$31,778
TOTAL												
DOCTORAL	$53,514	$60,133	$70,000	$43,220	$48,000	$52,533	$38,000	$41,793	$46,173	$31,167	$39,439	$42,778
NONDOCTORAL	$61,556	$65,306	$68,286	$36,269	$43,327	$47,354	$31,240	$35,671	$39,638	$29,837	$32,267	$34,472

TABLE 33

SCHOOLS IN THE MIDWESTERN STATES - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC												
DOCTORAL	107	$58,263	$10,304	204	$47,399	$6,860	225	$41,376	$4,805	5	$36,695	$3,785
NONDOCTORAL	13	$46,931	$9,047	142	$41,935	$6,053	393	$34,740	$4,513	208	$29,637	$3,610
SECULAR												
DOCTORAL	11	$73,960	$22,197	25	$50,297	$11,256	37	$43,213	$6,202	1	.	.
NONDOCTORAL	0	.	.	10	$37,211	$6,881	78	$36,781	$5,868	150	$35,455	$5,117
RELIGIOUS												
DOCTORAL	22	$47,391	$9,629	44	$44,546	$7,666	21	$39,006	$3,525	0	.	.
NONDOCTORAL	5	$44,879	$13,545	80	$36,533	$5,347	236	$32,231	$4,127	90	$28,220	$3,824
TOTAL												
DOCTORAL	140	$57,788	$12,977	273	$47,204	$7,592	283	$41,440	$4,999	6	$39,246	$7,106
NONDOCTORAL	18	$46,361	$10,091	232	$39,869	$6,385	707	$34,128	$4,788	448	$31,300	$5,164

TABLE 34

SCHOOLS IN THE MIDWESTERN STATES - PERCENTILES - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
PUBLIC												
DOCTORAL	$50,783	$57,100	$64,800	$42,724	$46,100	$51,233	$38,093	$41,348	$43,462	$35,221	$35,444	$40,211
NONDOCTORAL	$40,650	$45,344	$50,750	$37,889	$41,166	$46,492	$31,543	$34,089	$37,767	$26,905	$29,333	$31,819
SECULAR												
DOCTORAL	$65,000	$72,240	$90,000	$43,260	$48,445	$53,000	$39,948	$44,917	$47,116	.	.	.
NONDOCTORAL	.	.	.	$30,000	$37,131	$44,978	$32,946	$37,286	$40,336	$32,368	$35,876	$38,500
RELIGIOUS												
DOCTORAL	$40,028	$45,107	$56,259	$38,072	$44,842	$49,989	$37,492	$39,189	$42,040	.	.	.
NONDOCTORAL	$36,493	$36,741	$58,453	$32,311	$35,602	$40,487	$29,471	$32,053	$34,774	$24,992	$28,111	$29,944
TOTAL												
DOCTORAL	$48,518	$56,826	$64,900	$42,167	$46,237	$50,967	$38,049	$41,409	$43,664	$35,221	$37,828	$40,822
NONDOCTORAL	$36,741	$44,068	$56,945	$35,422	$39,025	$44,372	$30,812	$33,489	$37,060	$27,256	$30,558	$34,546

TABLE 35

SCHOOLS IN THE SOUTHERN STATES - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC												
DOCTORAL	176	$55,995	$10,474	387	$46,919	$7,315	320	$40,696	$5,666	8	$35,328	$2,809
NONDOCTORAL	12	$47,000	$6,306	181	$40,922	$6,454	764	$34,686	$4,570	283	$30,369	$3,445
SECULAR												
DOCTORAL	7	$57,522	$5,971	19	$44,760	$7,188	13	$36,260	$4,286	1	.	.
NONDOCTORAL	0	.	.	12	$44,054	$7,241	13	$32,701	$2,685	4	$31,331	$2,051
RELIGIOUS												
DOCTORAL	20	$48,159	$9,194	30	$40,982	$6,252	17	$38,706	$5,699	0	.	.
NONDOCTORAL	0	.	.	19	$37,788	$6,765	103	$32,463	$4,902	35	$27,506	$3,085
TOTAL												
DOCTORAL	203	$55,276	$10,473	436	$46,417	$7,390	350	$40,435	$5,685	9	$35,786	$2,965
NONDOCTORAL	12	$47,000	$6,306	212	$40,819	$6,603	880	$34,396	$4,644	322	$30,070	$3,506

TABLE 36

SCHOOLS IN THE SOUTHERN STATES - PERCENTILES - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
PUBLIC												
DOCTORAL	$49,090	$54,614	$61,160	$42,175	$46,023	$51,284	$36,891	$40,304	$43,890	$32,841	$35,013	$37,262
NONDOCTORAL	$45,061	$48,501	$50,766	$37,054	$40,624	$43,873	$31,714	$34,358	$37,420	$28,413	$30,135	$32,022
SECULAR												
DOCTORAL	$52,534	$56,545	$62,940	$35,444	$47,500	$51,823	$33,733	$35,787	$37,800	.	.	.
NONDOCTORAL	.	.	.	$39,440	$44,468	$46,168	$31,778	$32,228	$33,826	$30,064	$31,987	$32,598
RELIGIOUS												
DOCTORAL	$44,086	$46,622	$52,213	$36,216	$41,947	$44,489	$35,838	$39,600	$41,971	.	.	.
NONDOCTORAL	.	.	.	$30,981	$36,250	$42,401	$28,771	$31,778	$35,986	$25,597	$26,754	$28,906
TOTAL												
DOCTORAL	$47,800	$54,254	$60,858	$41,653	$45,585	$51,027	$36,667	$39,828	$43,633	$33,000	$35,310	$37,804
NONDOCTORAL	$45,061	$48,501	$50,766	$36,948	$40,482	$44,050	$31,311	$34,222	$37,278	$27,873	$30,000	$31,801

TABLE 37

SCHOOLS IN THE WESTERN STATES - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC												
DOCTORAL	113	$58,851	$8,657	172	$45,691	$5,599	133	$40,312	$4,558	2	.	.
NONDOCTORAL	36	$61,099	$7,961	56	$43,910	$7,280	156	$36,094	$5,068	107	$32,742	$4,369
SECULAR												
DOCTORAL	0	.	.	3	$42,860	$1,045	6	$44,906	$6,614	0	.	.
NONDOCTORAL	2	.	.	1	.	.	11	$35,880	$6,380	1	.	.
RELIGIOUS												
DOCTORAL	13	$47,512	$11,221	25	$42,652	$7,221	19	$39,881	$4,960	1	.	.
NONDOCTORAL	1	.	.	25	$39,890	$4,899	40	$32,526	$3,428	29	$30,094	$4,928
TOTAL												
DOCTORAL	126	$57,681	$9,551	200	$45,268	$5,860	158	$40,435	$4,743	3	$44,337	$17,943
NONDOCTORAL	39	$59,260	$10,099	82	$42,512	$6,969	207	$35,393	$5,051	137	$32,131	$4,621

TABLE 38

SCHOOLS IN THE WESTERN STATES - PERCENTILES - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
PUBLIC												
DOCTORAL	$52,557	$57,858	$64,739	$42,000	$45,019	$48,915	$37,361	$39,791	$42,460	.	.	.
NONDOCTORAL	$55,076	$64,739	$64,739	$38,689	$43,247	$48,365	$32,265	$35,389	$39,673	$29,822	$31,425	$35,933
SECULAR												
DOCTORAL	.	.	.	$41,943	$42,640	$43,998	$42,119	$43,066	$45,220	.	.	.
NONDOCTORAL	.	.	.	.	.	.	$28,722	$35,444	$42,775	.	.	.
RELIGIOUS												
DOCTORAL	$45,088	$45,831	$50,026	$37,636	$39,967	$48,889	$34,980	$39,000	$44,270	.	.	.
NONDOCTORAL	.	.	.	$36,293	$39,177	$40,961	$30,314	$31,986	$34,014	$26,036	$31,552	$33,970
TOTAL												
DOCTORAL	$50,805	$56,986	$64,739	$40,902	$44,499	$48,864	$37,361	$39,798	$42,783	$31,009	$37,263	$64,739
NONDOCTORAL	$53,651	$64,739	$64,739	$37,687	$40,668	$45,907	$31,778	$34,222	$39,262	$29,500	$31,425	$33,970

TABLE 39

SCHOOLS IN UNIVERSITIES - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC												
DOCTORAL	421	$58,395	$10,380	828	$47,445	$7,169	794	$41,578	$5,602	16	$38,295	$7,820
NONDOCTORAL	62	$55,367	$10,402	381	$42,485	$6,983	1363	$35,268	$4,861	660	$31,126	$4,402
SECULAR												
DOCTORAL	59	$64,686	$14,234	151	$48,650	$7,567	159	$41,506	$6,250	4	$43,549	$5,821
NONDOCTORAL	3	$66,857	$2,988	49	$44,748	$5,788	137	$37,481	$5,829	187	$35,385	$4,478
RELIGIOUS												
DOCTORAL	45	$50,216	$9,872	113	$45,697	$6,707	80	$39,794	$3,918	2	.	.
NONDOCTORAL	3	$47,089	$12,274	74	$38,854	$5,941	240	$34,162	$4,498	102	$30,054	$4,273
TOTAL												
DOCTORAL	525	$58,401	$11,277	1092	$47,431	$7,209	1033	$41,429	$5,612	22	$38,879	$7,476
NONDOCTORAL	68	$55,509	$10,594	504	$42,172	$6,892	1800	$35,363	$4,997	949	$31,850	$4,747

TABLE 40

SCHOOLS IN UNIVERSITIES - PERCENTILES - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
PUBLIC												
DOCTORAL	$51,198	$57,052	$64,739	$42,478	$46,103	$51,172	$37,869	$41,001	$44,343	$33,000	$35,444	$40,211
NONDOCTORAL	$48,352	$55,076	$64,739	$37,987	$41,491	$45,904	$31,946	$34,853	$38,498	$28,337	$30,565	$33,000
SECULAR												
DOCTORAL	$53,583	$61,569	$71,622	$42,757	$47,476	$51,582	$37,473	$41,224	$44,000	$39,450	$39,967	$42,778
NONDOCTORAL	$35,938	$64,000	$66,611	$35,466	$41,555	$46,117	$31,778	$35,422	$40,085	$31,519	$34,222	$37,988
RELIGIOUS												
DOCTORAL	$41,172	$46,916	$54,346	$37,889	$43,036	$49,601	$35,645	$39,189	$42,240	.	.	.
NONDOCTORAL	$36,493	$40,309	$58,453	$32,179	$36,480	$40,658	$28,927	$31,778	$34,980	$26,094	$28,555	$31,350
TOTAL												
DOCTORAL	$50,111	$56,545	$64,739	$42,060	$46,029	$51,155	$37,626	$40,944	$44,000	$32,841	$36,992	$40,230
NONDOCTORAL	$45,511	$53,949	$64,739	$36,382	$40,455	$45,250	$31,193	$34,222	$37,907	$28,111	$30,800	$33,805

TABLE 41

SCHOOLS IN FOUR-YEAR UNIVERSITIES - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC												
DOCTORAL	13	$53,180	$8,414	46	$43,594	$4,586	18	$38,139	$5,007	0	.	.
NONDOCTORAL	0	.	.	44	$41,075	$5,221	142	$36,461	$4,625	23	$30,733	$1,935
SECULAR												
DOCTORAL	5	$50,458	$4,683	29	$40,476	$6,081	18	$37,567	$7,007	1	.	.
NONDOCTORAL	2	.	.	28	$34,804	$4,274	103	$33,058	$4,250	33	$29,360	$4,012
RELIGIOUS												
DOCTORAL	20	$44,385	$8,242	31	$37,205	$5,098	13	$34,929	$6,748	0	.	.
NONDOCTORAL	2	.	.	62	$34,609	$6,145	300	$30,407	$4,506	105	$27,245	$2,973
TOTAL												
DOCTORAL	38	$48,193	$8,802	106	$40,872	$5,793	49	$37,077	$6,278	1	.	.
NONDOCTORAL	4	$34,067	$2,494	134	$36,773	$6,242	545	$32,485	$5,163	161	$28,177	$3,358

TABLE 42

SCHOOLS IN FOUR-YEAR COLLEGES - PERCENTILES - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
PUBLIC												
DOCTORAL	$47,449	$52,524	$57,094	$41,556	$44,000	$45,772	$34,044	$38,394	$41,843	.	.	.
NONDOCTORAL	.	.	.	$37,954	$40,503	$44,554	$33,441	$36,125	$40,281	$29,765	$30,769	$32,284
SECULAR												
DOCTORAL	$46,353	$51,369	$51,731	$35,567	$41,556	$44,000	$32,550	$35,642	$41,067	.	.	.
NONDOCTORAL	.	.	.	$31,442	$34,161	$37,407	$29,119	$32,946	$35,671	$26,500	$29,524	$32,368
RELIGIOUS												
DOCTORAL	$37,133	$43,340	$49,560	$33,000	$36,040	$38,558	$31,778	$34,344	$38,356	.	.	.
NONDOCTORAL	.	.	.	$30,601	$34,354	$38,621	$27,470	$30,210	$33,539	$24,933	$26,889	$28,970
TOTAL												
DOCTORAL	$40,555	$47,431	$53,460	$36,040	$41,980	$44,891	$33,000	$35,760	$41,067	.	.	.
NONDOCTORAL	$31,918	$33,999	$36,216	$32,000	$35,895	$40,509	$28,802	$32,137	$35,715	$25,789	$28,111	$30,556

TABLE 43

SCHOOLS WITH AN ACADEMIC HEALTH CENTER - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC												
DOCTORAL	252	$58,616	$9,924	474	$48,080	$7,650	463	$41,696	$5,526	9	$35,683	$2,345
NONDOCTORAL	19	$54,051	$10,071	202	$41,699	$7,102	578	$35,043	$4,884	279	$30,332	$3,795
SECULAR												
DOCTORAL	31	$70,790	$15,123	85	$50,264	$8,079	122	$42,451	$6,469	4	$43,549	$5,821
NONDOCTORAL	2	.	.	22	$45,390	$6,734	134	$38,947	$6,699	176	$35,588	$4,474
RELIGIOUS												
DOCTORAL	20	$51,719	$9,191	39	$44,435	$6,362	26	$40,362	$3,379	1	.	.
NONDOCTORAL	0	.	.	20	$38,615	$3,570	61	$33,608	$4,280	35	$29,736	$4,721
TOTAL												
DOCTORAL	303	$59,406	$11,297	598	$48,153	$7,724	611	$41,790	$5,664	14	$37,608	$5,274
NONDOCTORAL	21	$55,282	$10,358	244	$41,779	$6,974	773	$35,607	$5,429	490	$32,178	$4,843

TABLE 44

SCHOOLS WITH AN ACADEMIC HEALTH CENTER - PERCENTILES - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
PUBLIC												
DOCTORAL	$51,198	$57,052	$64,739	$42,478	$46,103	$51,172	$37,869	$41,001	$44,343	$33,000	$35,444	$40,211
NONDOCTORAL	$48,352	$55,076	$64,739	$37,987	$41,491	$45,904	$37,987	$41,491	$45,904	$28,337	$30,565	$33,000
SECULAR												
DOCTORAL	$53,583	$61,569	$71,622	$42,757	$47,476	$51,582	$37,473	$41,224	$44,000	$39,450	$39,967	$42,778
NONDOCTORAL	.	.	.	$35,466	$41,555	$46,117	$35,466	$41,555	$46,117	$31,519	$34,222	$37,988
RELIGIOUS												
DOCTORAL	$41,172	$46,916	$54,346	$37,889	$43,036	$49,601	$35,645	$39,189	$42,240	.	.	.
NONDOCTORAL	.	.	.	$32,179	$36,480	$40,658	$32,179	$36,480	$40,658	$26,094	$28,555	$31,350
TOTAL												
DOCTORAL	$50,111	$56,545	$64,739	$42,778	$47,400	$52,905	$38,133	$41,375	$44,147	$32,841	$36,992	$40,230
NONDOCTORAL	$45,511	$53,949	$64,739	$37,308	$41,078	$45,176	$31,778	$31,778	$38,558	$28,111	$30,800	$33,805

TABLE 45

SCHOOLS WITH BACCALAUREATE PROGRAMS ONLY - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC												
DOCTORAL	37	$50,261	$8,322	119	$43,589	$5,141	66	$40,374	$6,056	1	.	.
NONDOCTORAL	3	$40,075	$9,271	109	$40,774	$5,809	510	$34,439	$4,519	131	$30,905	$3,590
SECULAR												
DOCTORAL	0	.	.	28	$43,403	$6,843	17	$37,928	$6,740	0	.	.
NONDOCTORAL	2	.	.	25	$40,229	$7,622	102	$33,784	$4,116	34	$30,866	$3,666
RELIGIOUS												
DOCTORAL	22	$46,024	$10,200	46	$40,066	$6,013	32	$37,906	$4,606	0	.	.
NONDOCTORAL	6	$44,712	$12,122	91	$35,426	$6,343	325	$31,550	$4,982	117	$27,516	$3,190
TOTAL												
DOCTORAL	59	$48,681	$9,216	193	$42,722	$5,791	115	$39,326	$5,878	1	.	.
NONDOCTORAL	11	$41,474	$10,488	225	$38,551	$6,734	937	$33,366	$4,829	282	$29,494	$3,811

TABLE 46

SCHOOLS WITH BACCALAUREATE PROGRAMS ONLY - PERCENTILES - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
PUBLIC												
DOCTORAL	$45,117	$51,333	$55,728	$40,480	$43,632	$46,104	$35,779	$39,242	$44,000	.	.	.
NONDOCTORAL	$29,370	$45,344	$45,511	$36,981	$39,759	$43,765	$31,197	$34,308	$37,514	$28,722	$30,972	$32,284
SECULAR												
DOCTORAL	.	.	.	$37,074	$43,764	$48,657	$33,733	$36,062	$39,948	.	.	.
NONDOCTORAL	.	.	.	$34,222	$40,525	$46,000	$30,348	$33,147	$36,398	$27,000	$31,068	$33,156
RELIGIOUS												
DOCTORAL	$37,767	$44,495	$52,080	$35,689	$38,010	$43,878	$34,767	$37,924	$41,763	.	.	.
NONDOCTORAL	$36,493	$40,309	$58,453	$30,711	$35,200	$39,255	$28,150	$31,338	$34,833	$24,992	$26,889	$29,723
TOTAL												
DOCTORAL	$41,347	$47,593	$54,644	$38,370	$43,020	$46,104	$35,292	$38,356	$42,795	.	.	.
NONDOCTORAL	$32,059	$36,741	$45,511	$33,941	$38,666	$42,600	$29,944	$33,361	$36,637	$26,754	$29,614	$31,778

TABLE 47

SCHOOLS WITH MASTER'S PROGRAMS IN NURSING - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC												
DOCTORAL	400	$58,916	$10,220	761	$47,772	$7,199	752	$41,580	$5,563	16	$37,548	$7,914
NONDOCTORAL	59	$56,145	$9,905	322	$42,842	$7,027	1010	$35,854	$4,923	567	$31,136	$4,454
SECULAR												
DOCTORAL	64	$63,575	$14,238	154	$48,157	$7,917	162	$41,523	$6,318	5	$40,845	$7,872
NONDOCTORAL	3	$66,857	$2,988	52	$41,567	$6,915	206	$37,507	$6,604	187	$35,170	$4,819
RELIGIOUS												
DOCTORAL	44	$49,754	$9,269	98	$45,654	$7,156	63	$39,605	$4,639	2	.	.
NONDOCTORAL	0	.	.	55	$39,826	$5,410	216	$32,834	$4,616	90	$30,077	$4,316
TOTAL												
DOCTORAL	508	$58,709	$11,165	1013	$47,626	$7,331	977	$41,443	$5,657	23	$37,975	$7,623
NONDOCTORAL	62	$56,663	$9,948	429	$42,301	$6,891	1432	$35,636	$5,316	844	$31,917	$4,851

TABLE 48

SCHOOLS WITH MASTER'S PROGRAMS IN NURSING - PERCENTILES - CALENDAR YEAR BASIS

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
PUBLIC												
DOCTORAL	$51,198	$57,052	$64,739	$42,478	$46,103	$51,172	$37,869	$41,001	$44,343	$33,000	$35,444	$40,211
NONDOCTORAL	$48,352	$55,076	$64,739	$37,987	$41,491	$45,904	$31,946	$34,853	$38,498	$28,337	$30,565	$33,000
SECULAR												
DOCTORAL	$53,583	$61,569	$71,622	$42,757	$47,476	$51,582	$37,473	$41,224	$44,000	$39,450	$39,967	$42,778
NONDOCTORAL	$35,938	$64,000	$66,611	$35,466	$41,555	$46,117	$31,778	$35,422	$40,085	$31,519	$34,222	$37,988
RELIGIOUS												
DOCTORAL	$41,172	$46,916	$54,346	$37,889	$43,036	$49,601	$35,645	$39,189	$42,240	.	.	.
NONDOCTORAL	.	.	.	$32,179	$36,480	$40,658	$28,927	$31,778	$34,980	$26,094	$28,555	$31,350
TOTAL												
DOCTORAL	$50,111	$56,545	$64,739	$42,643	$46,849	$51,807	$37,889	$41,100	$44,222	$32,841	$36,992	$40,230
NONDOCTORAL	$45,511	$53,949	$64,739	$37,667	$41,697	$46,191	$31,780	$34,900	$39,101	$28,111	$30,800	$33,805

TABLE 49

SCHOOLS WITH DOCTORAL PROGRAMS IN NURSING - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC												
DOCTORAL	208	$58,841	$10,451	355	$48,422	$7,703	373	$41,328	$5,468	5	$35,828	$2,975
NONDOCTORAL	12	$57,222	$11,316	107	$42,634	$6,309	342	$34,788	$4,360	150	$30,842	$3,252
SECULAR												
DOCTORAL	38	$68,007	$15,441	73	$50,625	$8,198	104	$42,375	$7,049	3	$44,915	$6,295
NONDOCTORAL	0	.	.	7	$43,974	$5,153	92	$38,770	$6,788	155	$35,741	$4,601
RELIGIOUS												
DOCTORAL	3	$47,122	$713	12	$44,635	$4,538	13	$39,133	$5,778	0	.	.
NONDOCTORAL	0	.	.	0	.	.	13	$32,844	$4,260	4	$33,097	$4,042
TOTAL												
DOCTORAL	249	$60,099	$11,819	440	$48,684	$7,779	490	$41,492	$5,863	8	$39,235	$6,205
NONDOCTORAL	12	$57,222	$11,316	114	$42,716	$6,233	447	$35,551	$5,217	309	$33,329	$4,669

TABLE 50

SCHOOLS WITH DOCTORAL PROGRAMS IN NURSING - PERCENTILES - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
PUBLIC												
DOCTORAL	$51,089	$57,300	$65,786	$43,083	$47,401	$53,527	$37,889	$40,607	$43,633	$34,716	$35,310	$36,720
NONDOCTORAL	$49,722	$53,847	$62,017	$37,889	$41,067	$45,800	$31,720	$33,866	$37,852	$28,600	$30,544	$33,000
SECULAR												
DOCTORAL	$56,545	$66,890	$74,970	$45,018	$49,080	$54,631	$39,202	$41,930	$45,839	$39,967	$42,778	$52,000
NONDOCTORAL	.	.	.	$39,408	$43,839	$48,033	$34,079	$37,495	$42,044	$32,410	$35,771	$38,500
RELIGIOUS												
DOCTORAL	$46,444	$47,056	$47,866	$40,108	$44,912	$49,103	$33,821	$38,760	$42,228	.	.	.
NONDOCTORAL	.	.	.	.	.	.	$29,823	$31,778	$34,222	$30,750	$31,361	$35,444
TOTAL												
DOCTORAL	$51,729	$57,897	$66,780	$43,266	$47,766	$53,280	$37,967	$40,955	$43,919	$35,013	$38,343	$41,513
NONDOCTORAL	$49,722	$53,847	$62,017	$38,000	$41,295	$45,800	$31,778	$34,467	$38,600	$30,000	$32,707	$36,504

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TABLE 21

SCHOOLS WITH AN ACADEMIC HEALTH CENTER - PERCENTILES - ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
PUBLIC												
DOCTORAL	$41,889	$46,679	$52,968	$34,755	$37,721	$41,868	$30,983	$33,546	$36,281	$27,000	$29,000	$32,900
NONDOCTORAL	$39,561	$45,062	$52,968	$31,080	$33,947	$37,558	$25,474	$28,000	$31,000	$23,185	$25,008	$27,000
SECULAR												
DOCTORAL	$43,841	$50,375	$58,600	$34,983	$38,844	$42,203	$30,660	$33,729	$36,000	$32,277	$32,700	$35,000
NONDOCTORAL	.	.	.	$29,017	$34,000	$37,732	$27,204	$31,000	$34,399	$25,788	$28,000	$31,081
RELIGIOUS												
DOCTORAL	$33,686	$38,386	$44,465	$31,000	$35,211	$40,583	$29,164	$32,064	$34,560	.	.	.
NONDOCTORAL	.	.	.	$26,328	$29,847	$33,266	$24,780	$26,090	$30,222	$21,350	$23,363	$25,650
TOTAL												
DOCTORAL	$41,000	$46,264	$52,968	$35,000	$38,782	$43,286	$31,200	$33,852	$36,120	$26,870	$30,266	$32,916
NONDOCTORAL	$37,236	$44,140	$52,968	$30,525	$33,609	$36,962	$25,642	$28,326	$31,548	$23,000	$25,200	$27,659

TABLE 44

SCHOOLS WITH AN ACADEMIC HEALTH CENTER - PERCENTILES - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH	25TH	50TH	75TH
PUBLIC												
DOCTORAL	$51,198	$57,052	$64,739	$42,478	$46,103	$51,172	$37,869	$41,001	$44,343	$33,000	$35,444	$40,211
NONDOCTORAL	$48,352	$55,076	$64,739	$37,987	$41,491	$45,904	$31,135	$34,222	$37,889	$28,337	$30,565	$33,000
SECULAR												
DOCTORAL	$53,583	$61,569	$71,622	$42,757	$47,476	$51,582	$37,473	$41,224	$44,000	$39,450	$39,967	$42,778
NONDOCTORAL	.	.	.	$35,466	$41,555	$46,117	$33,250	$37,889	$42,043	$31,519	$34,222	$37,988
RELIGIOUS												
DOCTORAL	$41,172	$46,916	$54,346	$37,889	$43,036	$49,601	$35,645	$39,189	$42,240	.	.	.
NONDOCTORAL	.	.	.	$32,179	$36,480	$40,658	$30,287	$31,888	$36,938	$26,094	$28,555	$31,350
TOTAL												
DOCTORAL	$50,111	$56,545	$64,739	$42,778	$47,400	$52,905	$38,133	$41,375	$44,147	$32,841	$36,992	$40,230
NONDOCTORAL	$45,511	$53,949	$64,739	$37,308	$41,078	$45,176	$31,340	$34,621	$38,558	$28,111	$30,800	$33,805

Revision